

# EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

Owned, Controlled and Published by Central Labor Council of Alameda County—AFLCIO and Building and Construction Trades Council of Alameda County—AFLCIO

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## from the EDITOR'S CHAIR

### INQUIRING REPORTER

Carel Mulder, chief of the Reagan Administration's Office of Health Care Services, this week called a doctor's fee schedule for Medi-Cal "a last resort kind of thing" and claimed it would only encourage those charging less to charge more.

Question: Why not make the fees on the schedule lower?

Governor Reagan's new executive secretary, William P. Clark, Jr., insists that the governor's rule that no report submitted to him be more than one page long really works.

Question: Is this phobia to oversimplify complex human problems going to continue if and when Reagan becomes President and gets his hand on the nuclear trigger?

In a rip-snorting political speech after State Republican Convention action had dovetailed with his well-greased plans to become California's "favorite son" as a step toward the GOP nomination, Reagan attacked President Johnson's War on Poverty.

Question: Did Reagan's partisan trade have anything to do with the fact that a little-known project partly funded by the U.S. Office of Economic Opportunity led the legal attacks on two of the governor's pet projects—the Medi-Cal slashes and his attempts to import Mexican workers to keep wages low on California farms?

The attractive daughter of Secretary of State Dean Rusk, Elizabeth, 18, a Caucasian, and Guy Smith, 22, the son of another United States government employee, a Negro, were married at Stanford University.

Question: Is interracial marriage in California still so rare and stupefying that young people starting their lives together must be subjected to a barrage of front page publicity?

★ ★ ★

### KUDO DEPARTMENT

The week of Sept. 24 through 30, 1967, has not yet turned into a memorable one, but our labor award for fighting the good fight goes to:

- East Bay Municipal Employees 390 and other unions with members working for the City of Richmond, whose unity in the face of a hostile City Council majority brought 5 per cent raises for all—not just some.

- The Los Angeles County Federation of Labor, whose attorney appeared as a friend of the court in the aforementioned suit to stop the Reagan Administration's penny-wise, pound-foolish Medi-Cal cuts—proving that labor is not always silent on key social issues where it takes guts to stand up and be counted!

## OFFICIAL NOTICES

Unions will find notices of important meetings called by their officers on page 6 of this issue of the Journal.

# Labor Council pickets new Rambler showing

## Apprentice plan praised; 7 pass exam in two weeks

Officials of Carpenters 36 have been praised for arranging apprenticeship opportunities for qualified youths from the Central Labor Council's Work Experience and Training Program.

J. W. Gaines, the program's director, said seven youths have been placed on the hiring list by the Bay Counties Carpenters Apprenticeship and Training Program. Two are already at work.

The seven, Gaines said, passed the entrance examination for the apprenticeship program during the two weeks since the referral arrangement went into effect.

Other youths will take the exam on a regular basis and hiring will take place as there are job openings.

The Labor Council's Work Experience and Training Program is a \$1,589,800 Neighborhood Youth Corps project financed by the U.S. Department of Labor and administered by the council.

Its aim is to provide work experience, training and jobs for people aged 16 to 22 from Oakland's poverty target areas.

## Revolutionary new building technique

Building tradesmen from Alameda and Contra Costa counties will soon be working on prefabricated modular concrete apartment buildings not unlike the revolutionary Habitat at Expo 67, the Montreal World's Fair.

Prefabrication will take place at the old Kaiser No. 3 Shipyard in Richmond, and impact of the new techniques on the construction industry in the Bay Area may be great, the Alameda County Building Trades Council was told following a prefab conference with the builders, Conrad Engineers of Van Nuys.

BTC Business Representative J. L. Childers said the precast concrete buildings "may be one of the most significant developments of the decade in the building trades."

Each apartment will consist of two modules—or cubes. These will be cast and assembled concrete with plumbing and wiring in the machine shop of the World War II shipyard.

### BARRETT AVENUE SITE

The modules will be stacked and attached together by use of cranes at the site on Barrett avenue, Richmond.

However, Childers said, the builders have announced they plan to use the same forms to make up to 200 similar apartment buildings in the Bay Area.

In the future, single family dwellings may be built using the same techniques. Some have already been erected by the firm in Southern California.

The apartment buildings are being designed by the same architect who created the much-discussed Habitat at Expo 67. He is affiliated with T. Y. Lin Associates, world-famous design firm, which is in charge of drawing plans for the Richmond project.

Among innovations in the buildings, Childers said, will be reinforced concrete walls stressed in such a way they will have to be only two inches thick.

Yet the buildings will meet all standards and will be sound-proof, the builders claimed at the prejob conference.

The buildings will be six stories high. Each will have 24 apartments. All will have elevators. Forty-eight modules will make up each structure.

Virtually the only on-site work, beyond stacking and attaching modules, will be done at the site.

MORE on page 8

## S. Leandro firm fights Local 1095

Showing of new models was picketed by a large number of Alameda County Central Labor Council delegates this week at East Bay Rambler, Inc., 16338 E. 14th St., San Leandro.

In the 12 months since petitions for union recognition were filed by Auto Salesmen 1095, the dealership's owner, Walt Wilner, has:

- Fired the salesmen who circulated the petitions within 24 hours after they were signed by a majority in the proposed bargaining unit.

- Steadfastly refused to recognize Local 1095, and

- Acted in bad faith toward the union.

These charges were made by Local 1095 and have been upheld—first by the regional office of the National Labor Relations Board and then by a NLRB trial examiner, according to the union's Secretary-Treasurer Chester A. Ansley.

Ansley charged Wilner is resorting to every legal delay and appeal available to him to block unionization of his salesmen.

### NLRB RULINGS

This is despite the fact that two NLRB rulings—each on three counts—have already been handed down against him and in favor of the union, Ansley said.

Also at issue, according to Ansley, is the fact that Wilner wants to keep East Bay Rambler open

MORE on page 8

## Unity meeting

The first unity meeting of the Central Labor Council and Building Trades Council was attended by about 50 full-time officials of affiliated unions Tuesday morning.

For comment on the meeting, see editorial on page 7.

## Nine KGO radio, TV performers cross picket lines

At least nine well-known radio and television personalities have crossed picket lines of the National Association of Broadcast Engineers and Technicians, AFL-CIO, in San Francisco, this week.

NABET picketed American Broadcasting Co. studios at 277 Golden Gate Ave., San Francisco, in a nationwide contract dispute. The studios are the home of radio station KGO and KGO-TV (Channel 7).

Jim Greene, regional NABET vice-president, identified the following members of the American Federation of Television and Radio Artists, AFL-CIO, as crossing picket lines in San Francisco.

- KGO RADIO—Richard Gebhart, Lou Hurley, Ray Tannehill.

- KGO-TV—Gary Bentley, Jim Dunbar, Bud Foster, Roger Grimsby, Steve Huss, Pat Montandon.

Greene said AFTRA staff members working for ABC in San Francisco had been respecting the picket lines.

The position of the picket line-crossers was made less tenable this week by a statement from

MORE on page 8

## Manuel Pontes wins EBMUD Retirement Board election

Manuel A. Pontes, president of East Bay Municipal Utility District Employees 444, has been elected to a two year term on the EBMUD Retirement Board.

Pontes, who is employed as a meter reader by EBMUD, is also an Executive Board member of AFSCME California Council 49.

The mail ballot election was conducted among more than 1,050 employees who are members of the EBMUD Retirement System.

### MOST SPIRITED ELECTION

Pontes became a candidate when employees circulated a nomination petition on his be-

half. He won over the incumbent and five other candidates in the most spirited election in the history of EBMUD Retirement Board competition.

A total of 250 out of 640 votes were cast for Pontes.

The retirement board is the policymaking body for EBMUD's retirement system. Its recommendations are referred to the EBMUD Board of Directors for final action.

There are five members of the retirement board. They include: two employee representatives, the district's general manager and two EBMUD directors.



# HOW TO BUY

## Mixed price picture

By SIDNEY MARGOLIUS

Labor Consumer Advisor for Labor Journal

Copyright 1967

With cold weather you'll get a little respite from what has become your toughest financial problem—the high cost of food.

Food prices will begin to level off this month although they will remain close to present record peaks.

Current meat prices have been shocking, with many of the more desired cuts of beef bearing tags of \$1 to \$1.50 a pound.

These are no valid reason for these excessive prices. Beef production is about 7 per cent higher than last year, the U.S. Agriculture Department reports.

Even poultry prices have been higher. Stores have been offering fewer specials despite wholesale prices so low that poultry farmers have been taking a serious financial beating.

**INCREASING SUPPLIES** of both beef and pork will enable you to find some better buys this fall in these meats, and also will help push poultry prices down.

Otherwise, you will have to cope with a real price-rising parade.

Increases have been announced, and will soon appear in the stores, on a long list of goods, including refrigerators, cars, batteries, rugs, furniture and houses.

Even mortgage interest rates, after a slight drop, are rising again.

The sharpest increases of all continue to be in medical services. Charges for doctor and hospital care have gone up over 9 per cent since a year ago.

Not only are many of the price increases unnecessary, but they are putting a sharp squeeze on working families and compelling demands for higher wages to meet these higher living costs.

**THE GOVERNMENT** is failing to come to grips with this problem.

The proposed income tax increase won't help much to directly control your living costs. It will help hold down interest rates.

The tax increase also will discourage some buying of luxuries and near-luxuries by more well-to-do families. But it won't do anything effective about the main problems—high food, medical and housing expenses.

There are two ways you can try to cushion the impact on your family of recent and pending price increases:

- Anticipate the price increases where possible on goods you know you will need.

- Plan your buying around sales and specials.

That is the only way to beat the manufacturers and merchants at their destructive price-raising game this year.

Here are tips on buying opportunities in October:

**CLOTHING:** The annual Col-

umbus Day sales offer the first price cuts of the season on women's and children's coats. There also will be more and sharper reductions in the November Veterans Day sales.

One of the few bright spots for your family is the relatively reasonable prices for no-iron clothing this year. This is due largely to the lower prices of polyester and cotton fibers. The preferred blend for no-iron shirts, blouses and slacks is roughly 50-50 or 65-30 polyester and cotton. An outstanding buy this year is no-iron polyester and cotton corduroy skirts in the \$4-\$5 range, and boys' slacks in the same price range.

Corduroy coats for girls and small children also are popular this year and reasonably priced.

In boys' coats, we nominate poplin shells of 50-50 polyester and cotton with zip-in linings for cold weather.

**REFRIGERATORS:** With prices rising, look for best values in the top-mounted models at prices from \$200 to \$300. The side-mounted refrigerators are still very expensive — \$400 and up.

Frost-free or frostless models are a genuine convenience. Otherwise, make sure you really need or want such expensive extra features as automatic ice-makers, which require additional installation costs.

A model with a larger freezer space will be a more useful investment of the extra money than the automatic ice maker.

**FOOD CALENDAR:** Most beef roasts are still very expensive, with the best supermarket specials usually on chuck and chopped beef. In pork, smoked hams and calis are relatively reasonable. Turkey is a good buy this fall, with supplies in storage almost double those of a year ago. Eggs are unusually reasonable for this time of year, with mediums still a better buy, seasonally, than large eggs.

## Lynch accuses health club

State Attorney General Thomas C. Lynch has accused Ray and Clare Stern's Health Club, with operations in Oakland, San Francisco, San Mateo and Palo Alto, of some 15 acts of fraudulent and misleading advertising, and of violating state business laws.

A request for an injunction to halt the alleged unlawful practices and to impose civil penalties was filed in San Mateo County Superior Court.

Lynch termed the move "another action to protect consumers from deception, fraud and misrepresentation."

Demand the Union Label!

## BOOST THE LABEL!

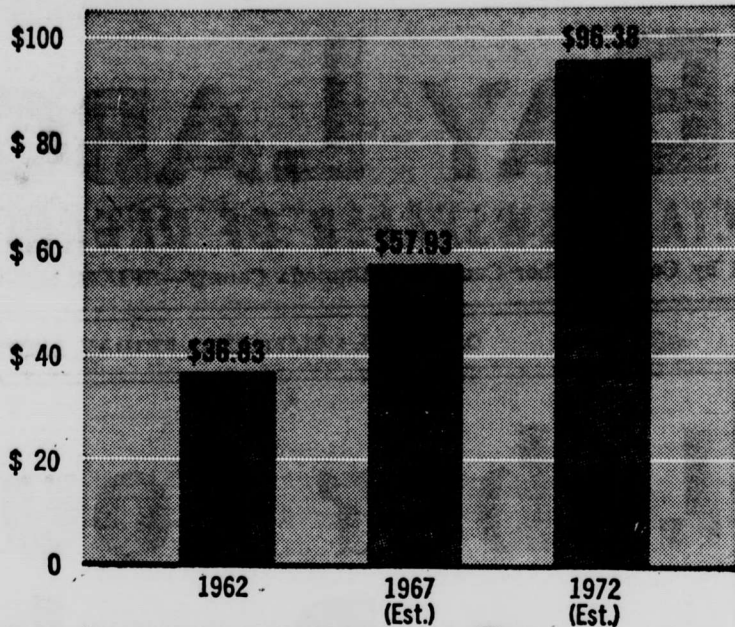
BUY UNION LABEL PRODUCTS ONLY

When making purchases, always ask for the union label. If building a home or repairing one, see that the men doing the plumbing or steamfitting work, painting, etc., belong to the union. Ask to see their Card. Boost the union emblem and help yourself. Patronize and demand the following union cards:



**REWARD \$100.00**  
FOR INFORMATION LEADING TO ARREST AND CONVICTION OF ANY ONE WHO ROBS OR ASSAULTS A BUS DRIVER ON AC TRANSIT.  
893-5248

## THE RISING COST OF HOSPITAL SERVICES (Per Day)



Source: Estimates by American Hospital Association

## PT&T asking too much—PUC

Pacific Telephone and Telegraph Co. is already earning 6.05 per cent a year on its investment, according to 11 staff members of the State Public Utilities Commission.

The phone company is asking a \$181 million yearly rate increase, the largest ever sought by a so-called public utility in the nation's history.

The PUC staff members said at hearings on the company's request that it should receive between 6.85 per cent (\$48 million a year) and 7.1 per cent (63 million a year)—or less than half what the company is seeking.

The \$181 million asked by the phone company would increase its profits to 9.04 per cent, the 11 staff members said.

At present, the PUC allows the company to earn up to 6.3 per cent.

PT&T could save \$2.9 million a year by using a different depreciation schedule on its federal taxes, the staff also said.

## How long will we allow it?

Wide industry opposition to proposed national air pollution standards developed in testimony before the U.S. Senate Subcommittee on Air and Water Pollution.

Opponents included the U.S. Chamber of Commerce, the National Association of Manufacturers and spokesmen from steel, chemicals, mining and paper manufacturing. They cynically urged state and local regulation, an approach that would do little to curb the problem.

How long will we allow the air to be used as a garbage can?—**The California Consumer.**

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## Safety bills die in Legislature

Two bills that would have increased highway safety were killed by committees in the State Legislature during its regular session, according to The Machinist.

A Senate committee dumped a bill that would have required licensing of auto repair garages.

An Assembly committee kept an auto inspection bill from reaching the floor.

The Western Conference of Machinists charged that too many poorly trained persons repair cars, "often with disastrous results." The conference has been pressing for licensing of garages and certification of mechanics.

California is one of 21 states that do not require safety inspections of automobiles. This is one of the key goals in the federal highway safety program, and California may face a 10 per cent cut in federal aid for highways because of this fact according to The Machinist.

## Pass them by; all non-union

The Amalgamated Clothing Workers, AFLCIO, advises that the following brands of men's and boys' shirts, pajamas and swimwear are non-union (manufacturers in parentheses):

Spire (Grundald-Marx), Bud Berma (Bud Berman Sportswear, Inc.), B.V.D. (Bardell Shirt Corp., subsidiary of Fordham Shirt Co.), Catalina (Catalina, Inc.), Colonial (Colonial Shirt Corp.), Da Vinci (Bercktowne of Hollywood), Del Mar (H. Frankenstein Co.), Don Loper (California Casualware), Encino (Encino Shirt Corp.), His-Nibs (His-Nibs Shirt Corp.), Jantzen (Jantzen, Inc.), Kaynee (boys' wear) (Piedmont Shirt Co., Inc.), Laguna (Laguna Sportswear), Lucky Boy (Charles Greenberg & Sons), Nelson-Paige (Imperial Shirt Co.), Sandy McDonald (Broom & Newman), Spartan (Spartan Mfg. Co.), Topcraft (Oxford Mfg. Co.) and Wings (Piedmont Shirt Co., Inc.)

Tell 'em you saw it in the East Bay Labor Journal!

**Oakland Floral Depot**  
MEMBER OF GARDENERS, FLORISTS AND NURSERYMAN'S LOCAL No. 1206  
1900 TELEGRAPH AVENUE  
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Phone TEmplebar 2-0262

**WESTERN TITLE GUARANTY COMPANY**  
BERKELEY . . . 841-7505  
FREMONT . . . 797-4122  
HAYWARD . . . 537-1165  
LIVERMORE . . . 477-9120  
OAKLAND . . . 893-8100  
SAN LEANDRO . . . 483-4000

## A few words from UNION CONSUMERS

**HOSPITAL COSTS** are the biggest villain in the Reagan Administration's Medi-Cal melodrama.

They're the biggest villain — except for Ronald Reagan and his political appointee, Spencer Williams, themselves.

This is the upshot of a statement to the Assembly Committee on Public Health by the California Council for Health Plan Alternatives.

The CCHPA was formed by major labor organizations — inside and outside the AFLCIO — to act on matters of common concern involving health care for the state's 1,700,000 union members and their dependents.

**FAILURE OF** the Reagan Administration "to erect any effective control mechanisms as a barricade against the unreasonably high costs and charges of doctors, hospitals, and other providers of health care services" was singled out by the CCHPA for some of the blame.

"We believe," the CCHPA said, "that is a clear responsibility of the state administration, whoever may head it, to take effective action to control cost increases before making proposals to curtail a wide range of health and medical benefits which are desperately needed by the aged, the blind, the totally disabled, and our state's dependent children who have no parental protection and support."

Information made public by the Reagan Administration on the accrual accounting problem "has tended to obscure this question," the CCHPA added, "and the administration has not clearly described these costs increases, even to the Legislature."

The CCHPA offered union data to show how much medical costs have increased.

It said it believed the data would show that more than two-thirds of the Medi-Cal cost "problem" is due not to accounting requirements, but "to pure and simple increased costs and charges of the providers of service, particularly the hospitals."

**THE REAGAN** Administration, the CCHPA said, has, in effect, told the California Medical Association and the California Hospital Association to run the program themselves, only asking that their charges be "reasonable."

What's "reasonable?" the CCHPA wants to know. "And who's to define what is or is not 'reasonable?'"

This is a simple way of "guaranteeing that there will be overcharging," according to the CCHPA statement.

"The major part of the cost increase problem," the CCHPA said, "is clearly not in the realm of professional fees, but in the especially hospital charges."

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POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, TO 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.



## Reagan vetoes hurt working people, Childers tells BTC

Governor Ronald Reagan vetoed many bills which would have helped working people, Business Representative J. L. Childers told the Building Trades Council.

Childers said many of the measures—passed by both houses of the Legislature but thrown on the scrap heap by Reagan—were listed in a recent issue of the California AFLCIO News.

The more than 80 bills vetoed by the governor included:

• **CAL-VET LOANS (Senate Bill 18)** — Would have increased the ceiling on Cal-Vet home loans from \$15,000 to \$20,000, subject to approval by voters of a \$200 million Cal-Vet bond issue in 1968.

• **JANITORIAL PAY (Assembly Bill 769)** — Would have included janitorial work and services under the State Labor Code, thereby assuring workers in this industry of payment at prevailing rates.

• **TEACHERS (Senate Bill 102)** — Would have increased the minimum yearly salaries for California teachers from \$5,000 to \$6,000.

• **PATIENT LABOR (Assembly Bill 2317)** — Would have prohibited use of state mental hospital patients to do other than therapeutic work unless paid.

• **AGED (Senate Bill 990)** — Would have exempted Social Security pay increases from deduction from the amount given to old age assistance recipients.

• **CABINET WORK (Senate Bill 626)** — Would have required the proprietary specifications of a California manufacturer to be used in the purchasing of classroom cabinets, laboratory cabinets, cabinet tops and other cabinetwork fixtures by school districts.

• **BALLOTS (Senate Bill 1051)** — Would have required state and countywide ballot measures and instructions to be printed in both English and Spanish.

• **BLIND (Senate Bill 1108)** — Would have allowed operators of vending stands for the blind to join the State Employees Medical Hospital Care and Insurance Plan.

• **TRAINING (Assembly Bill 446)** — Would have required public agencies to cooperate with counties in establishing work ex-

perience projects for welfare recipients.

### SIX YEAR BATTLE

Childers pointed out that Cal-Vet measures have been passed and signed by previous governors without question and that bond issues for this purpose have cost taxpayers nothing.

The cabinet work bill passed the Legislature climaxed a six year battle by unions, Childers stressed, only to be vetoed by Reagan.

In contrast with his vetoes of bills to hurt working people, the aged, the blind and Mexican-Americans, Childers said, Reagan signed Senate Bill 1368.

Childers charged this measure gives oil companies a \$4 million local tax break.

### WHAT REAGAN DID

"I just wanted to point out some of the things our governor is doing for the working stiff," Childers said sarcastically.

He added it is generally agreed a lot of votes of union members helped elect Reagan.

### RECALL CAMPAIGN

BTC President Paul Jones commented that two Office Employees in the Local 304 office were circulating petitions to recall Reagan.

Jones noted that 780,000 signatures will have to be gathered throughout the state in the campaign, and he said he believed the campaigners might just do it.

## Pact ends strike at White Front in So. California

Five locals of the Retail Clerks International Association, AFL-CIO, in Southern California have won a 48 day strike against White Front discount stores.

A new five year agreement calls for pay increases totalling 62½ cents an hour. Union officials said the pact is comparable with one signed June 30 with other major discount stores in Southern California.

A key difference is that the White Front contract is 7½ additional cents an hour the first year.

White Front employees will also receive unused sick leave pay after five years on the job.

Thirteen White Front Stores were picketed by the following Retail Clerks' locals: 324, Buena Park; 770, Los Angeles; 905, Harbor City; 1167, San Bernardino-Riverside, and 1498, Pomona.

## Mosk to address Petris testimonial

Justice Stanley Mosk of the State Supreme Court will be the featured speaker at a testimonial dinner for State Senator Nicholas C. Petris (D-Oakland) Oct. 14 at the Kaiser Center, Oakland.

Clifford Bachand, chairman of the dinner committee, said there will be entertainment. Helen Moncharsh will be in charge of arrangements for northern Alameda County and Adele Levine for southern Alameda County.

Tickets may be obtained by writing to the Senator Petris Testimonial Dinner, 350 20th St., Oakland, Calif. Donation is \$25 a person or \$35 a couple.

## Apprenticeship info

The Oakland Apprenticeship and Training Information Center, 1261 Harrison St., issues a monthly list of job opportunities. The phone is 835-4142.

## Ed Reith joins Coro Foundation executive staff

Ed Reith, who was active in the Alameda County labor movement during the 1950s, has been appointed to the executive staff of Coro Foundation.

Reith, 39, served as organizer and original business manager of East Bay Municipal Employees 390. In 1960, he was appointed director of the Alameda County Council on Political Education (COPE), AFLCIO.

A graduate of Alameda High School and San Francisco State College, Reith served as a Coro Foundation intern in public affairs. His parents, Mr. and Mrs. Edward Reith, live in San Leandro.

Reith has a wide background in public affairs. He is resigning as executive director of the Peninsula Manufacturers Association to accept the Coro post.

Coro Foundation, a non-profit, non-partisan public trust, was established in San Francisco in 1942 to conduct research and educational programs in public affairs.

## Second extension on Acorn Project

A second extension has been granted for the Acorn Redevelopment Project in Oakland.

The extension, until Dec. 3, was granted to Beneficial Development Group, developers of the project, by the Oakland Redevelopment Agency.

The extension was granted, the agency said, in view of an "unanticipated change" in contractors.

Sproul Homes withdrew as contractor and is reportedly being replaced by Burows & Williams of San Mateo County.

Despite the delay, agency members made it plain they want action soon on construction.

## BTC picketing continues at Acapulco Restaurant

The Building Trades Council was still picketing the Acapulco Restaurant at 1421 Lincoln Ave., Alameda, last week, according to J. L. Childers, the council's business representative.

Childers said a new addition was being built with non-union workers.

## Building Trades Council signs 20 new agreements

Twenty new Building Trades Council agreements have been signed with employers in Alameda County, it was announced by J. L. Childers, BTC business representative.

Signers are: Almas Bros.-Star Movers Inc., Fred Canfield, Cooke Concrete Pumpers Inc., Edwards Case and Construction Co., Elcar Concrete Construction Co., James A. Ganley, Leasing Inc., Schafer Bros. Inc., Louis D. Stoppel, Vick Stuchlik, Ed Brassfield, Boyce General Contractors Inc., Paul Moon Roofing Co., Vincent Baxter, Coast Showcase Co., Door Controls Inc., Hanson and Hanson Builders Inc., John Helton, Tri-Wood Construction Co. Inc., Roald Hinge Masonry, Romier Co. and Dashler Construction Co.

## Petris bill signed

State Senator Nicholas C. Petris' bill to protect teachers against surprise proceedings to revoke their credentials has been signed into law.

## Milk Drivers 302 members will get vision care plan

Members of Milk Drivers and Dairy Employees 302 and other Teamster dairy industry unions in the greater Bay Area will get new eye examination and eyeglass benefits starting next week.

Under the self-administered plan, to be financed out of a surplus from the unions' prescription drug program, most of the expenses for testing eyes and obtaining glasses will be paid for members and retired members.

Members will be able to choose their own optometrists or ophthalmologists and opticians.

Not included are replacement of lost, stolen or broken glasses, or sunglasses, safety glasses, orthotics and other vision trainings.

Local 302 Secretary-Treasurer Al Brown said the new plan was developed for the six Northern California dairy locals of Teamsters Joint Council 7 for members and retired members only.

But, he said, by the end of the year, it is expected there will be sufficient funds to provide similar coverage for families of members.

Brown played a leading role in developing the new program.

# What should you ask of a bottle of whiskey?

We think you ought to ask for your money's worth.

And to us that means three things.

Taste that suits you. Quality you can be proud to serve your friends.

And quality that never varies. Bottle to bottle. Year to year.

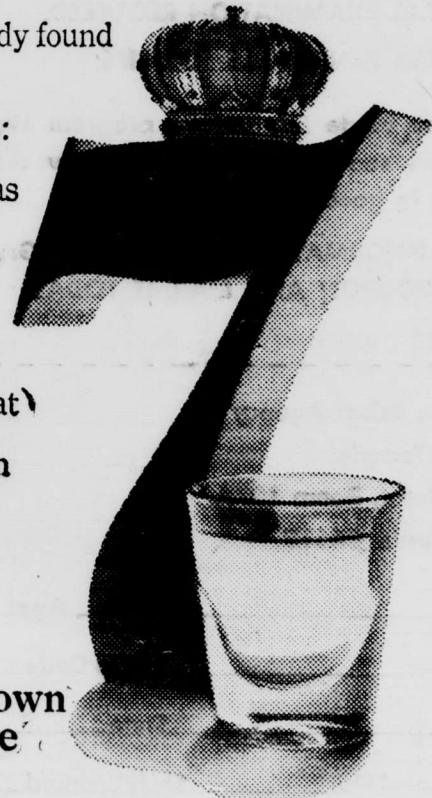
Maybe you've already found all this in one bottle.

But if you have your doubts remember this:

For the past 20 years Seagram's 7 Crown has been the best-selling whiskey in the nation.

Last year alone it far outsold the next two best-sellers combined.

We haven't built that kind of success by giving people less than the best.



Seagram's 7 Crown  
The Sure One

\$519 \$167

4/5 Qt. 1/2 Pint

Seagram Distillers Company, New York City. Blended Whiskey. 86 Proof. 65% Grain Neutral Spirits.



## AFSCME, Local 371 'Info'

BY NAT DICKERSON

Since the workers themselves receive the immediate impact of the work they do and their working conditions solely affect them, why should management try to retain the prerogative of unilateral decisions?

Negotiations have been a continuous process between the Executive Committee of Local 371 and the University of California at Berkeley for several years. This appears to be, and is, a great advance toward collective bargaining because a few years back it was not possible. However, there is not much achieved when either party to agreements does not live up to them. This is especially distasteful where the aggrieved party knows it has to oppose a power structure which feels that none of its mandates should be questioned.

Over the years, university custodians have been repressed and exploited, but there was not then a large incidence of deceit. This relatively new element has just recently come to the fore. We are now faced with the fact of

our departmental heads going back on their promises and commitments to our Executive Committee.

We have long been aware of the reluctance evidenced by our departmental heads and others to sign and transmit bulletins to us which favor the union's members. The time has come when apparently we must demand this of them. We also admonish our members that repression can only be opposed by militancy on their part.

We have been hearing rumors of aggrieved custodians arguing their grievances among themselves. Brothers, this is what the union is for. Please have the guts to ask for a grievance form, fill it out, sign it and give it to a union representative. The writer recently gave some to Bob McLane. He may be contacted at the clock or at 600 16th St., Oakland, phone 451-1067, or contact any union officer, and we will help you.

## Runaway plants

The AFLCIO has called for repeal of a section of the tariff code permitting runaway American plants to locate in the Mexican border area and exploit low wage workers.

## Ironworkers 378

BY GEORGE A. TAYLOR

I stated in last week's press release that I would include excerpts from the statements made by Mr. Robert E. Becker, apprenticeship consultant for the State of California Department of Industrial Relations at the Western Concrete Reinforcing Steel Institute Central Division meeting on Aug. 17, 1967, and I am sure the following will be of interest:

"I don't know if all of you here are truly aware of the steps which your Ironworkers Local 378 Joint Apprenticeship Committee has gone through concerning compliance with the Equal Employment Opportunity Program. I would like to take just a few moments to recap the efforts which have been taken in order to recruit minority group individuals into the Ironworker Apprenticeship Program.

"A great deal of effort has been made in order to recruit Negroes into the program. This goes back just about a year ago when your joint committee met with representatives of JOBART, the NAACP, CORE and the Bay Area Council of Churches. This meeting was requested by JOBART, which had threatened to put 400 pickets around the Ironworkers Union Hall.

"Your joint apprenticeship council met with these people and offered them the opportunity to recruit their own candidates to enter into the Ironworker apprenticeship program.

"As a result of this meeting, your joint apprenticeship committee sent out notices to the entire Negro community and also to the Spanish-speaking community.

"This notice went with press releases to the office of Mayor Reading of Oakland through his representative on equal opportunity, Mr. Prince. It went to the Rev. A. S. Jackson of the Council of Baptist Churches. It went to Gene Drew of CORE, Benjamin Lusk of JOBART, Tom Fike of JOBART and the representatives of the NAACP. It went to the Post, the Negro newspaper; the Berkeley Gazette, the Richmond Independent, the San Francisco Chronicle, the Oakland Tribune, radio stations KDIA and KSOL, and various television stations.

"It went to all of the Equal Employment Opportunity offices. It went to Mr. Woo of the Human Rights Commission; it went to the Skills Center and all of the offices of the Department of Employment, as well as the Youth Employment centers.

"I could go on down the line and give you more places where this notice was sent, but I can assure you it was sent to all organizations and individuals connected with equal employment opportunities.

"Recently we all watched the

general personnel manager of BART come on television and say that on all of the BART projects there was only one Negro apprentice. This was misinformation. He further stated that there were only 17 apprentices working on all of the BART projects. This again was misinformation.

"The laws specifically state that all persons must be given equal opportunity to apply. Executive Order 11246 says you must actively recruit members from the minority community. Through the steps which I have mentioned, your joint apprenticeship committee has actively recruited Negro candidates."

Our local was recently visited by agents of the FBI who asked many questions about our apprenticeship program and our hiring hall procedures. No complaints were filed.

Record keeping to supply the statistics required to complete the new reports to the federal government on the apprenticeship program has become very complicated and time consuming and has necessitated many changes in our office procedure. All this effort should eventually improve working conditions for every individual in the future.

## 642's Straight Line

BY MARVIN MARTIN

I will try to make Proposition No. 1 clear as I see it. Since I have been asked many questions, I am sure some don't understand the proposition fully.

• **BENEFICIAL MEMBERS**—A member who was initiated before his 50th birthday. The cost per member is 65 cents per month. Benefits remain at \$600 until you have been a member for ten years. Donation increases to \$800 after 10 years and up to 15 years. Fifteen years to 23 years, donation is \$1,000. Twenty years and after, the amount increases to \$1,200. All money must be spent on Funeral Cost.

• **BENEFICIAL MEMBERS**—Initiated between ages 50 and 60. Ten years' membership remains the same at \$250. Fifteen years and after, donation increases to \$375.

• **DISABILITY DONATION**—Ten year member raised from \$400 to \$600. Twenty years and after, \$800.

Voting on the above proposition will take place on Saturday morning, Sept. 30, 1967, from 9 a.m. to 12 noon at Carpenters Hall, 242 11th St., Richmond, Calif.

Virginia Hawthorne, office secretary, is on vacation in Memphis, Tenn., and Kansas City, Mo. Haven't even had a card from her; so she must be having a wonderful time visiting old friends and relatives.

## Geldert succeeded by Twomey in conference

W. Douglas Geldert, retired secretary-business representative of Building Service Employees 18, stepped down as secretary-treasurer of the Western Conference of BSE Unions at a recent meeting in Vancouver, B.C.

Tim Twomey, secretary-treasurer of Hospital Workers 250, was elected to succeed him.

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## Steamfitters Local 342

BY JIM MARTIN

At our last membership meeting, Mr. Ott, representing the California State Department of Employment, Division of Social Security; Attorney Herb Johnson, our union's legal advisor in respect to our trust agreements, and Mr. Charles Sweeney, the union's administrator, addressed the membership accordingly.

Mr. Ott pointed out our members' benefits under Social Security and their coverage under Medicare if over 65 years of age.

Attorney Herb Johnson explained the operations and administration of the trust agreements and again answered various questions relating to same.

Mr. Sweeney explained our union's pension and health and welfare plans coverage. He also explained the administration procedures his office follows in the processing of health and welfare claims and advised the membership that if any time they felt their health and welfare claims were not in order to call this matter either to the union's attention or to him directly.

Recently you received a letter from the Joint Board of Trustees (Sept. 1, 1967) explaining the bids received by the Joint Board of Trustees. Three insurance companies bid on the union's health and welfare plan. At the present time, we have the North American Life Insurance Co. at a premium cost of \$30.09, and they are asking for an increase to \$35.21 per month based on claims paid.

MEMO: A breakdown of claims paid was outlined in the Sept. 1, 1967, communication you received.

Bids received reveal that the Union Labor Life Insurance submitted a bid of \$31.11, (3 year guarantee, \$33.70), North American Life, \$35.21, and Aetna Life Insurance, Co., \$37.02.

Mr. Sweeney also explained the procedure the union's trustees would follow, the cost, etc., if the union went self-insured in respect to the health and welfare plan.

It is our opinion that the members present were very much enlightened by Mr. Ott, Attorney Johnson and Mr. Sweeney, and we wish to thank them for their attendance; and the renewal of our health and welfare plan will be acted upon at the next meeting of the Joint Board of Trustees.

The resolution pertaining to reducing the wages of the union's business manager and business representatives effective Jan. 1, 1968, will be acted upon at our union's next membership meeting, to be held Oct. 5, 1967, and you will receive a copy of this resolution through the mail soon.

The Bylaws and Working Rules Committee has brought the bylaws up to date in accordance with the United Association's Constitution as amended by the delegates attending the 1966 U.A. National Convention.

Copies of the proposed changes in the Bylaws and Working Rules will be available at the union's Business Office, and the first reading of the new Bylaws and Working Rules will be Oct. 5, 1967.

Our employment situation remains really slow; however for those members that care to leave the state, job opportunities are available, and for this information please check with the union's Business Office.

We would like to extend our sympathy to the families of Brothers Wilbur Marvin and Henry E. Rose, who passed away recently.

Why not pass this copy of the East Bay Labor Journal to a friend of yours when you are finished reading it?

## CAN YOU AFFORD TO LOSE YOUR PAYCHECK?

When sickness or accidents occur, none of us are prepared to meet continued daily expenses without income. State Disability is not enough — most Hospitalization programs through Employers are inadequate. Thousands of Union Members find peace of mind with this new Labor Union Protection Plan. Retired members may qualify for the Unions Supplemental Medicare Program.

### OUTSTANDING FEATURES:

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AFL-CIO Labor Temple

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City \_\_\_\_\_ State \_\_\_\_\_

Member of Local No. \_\_\_\_\_ Shift Worked \_\_\_\_\_

Occupation \_\_\_\_\_ Phone \_\_\_\_\_

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## Steel Machinists 1304

BY DAVE ARCA

Hi. If charity begins at home, shouldn't democracy begin somewhere, too? How about in unions? We've advocated democracy from the very beginning. Even demanded it on occasion.

Our United Steelworker President I. W. Abel won his high office by proposing to return the union to rank-and-file members. We cannot quarrel with his accomplishment except he's not practicing what he preached.

Steelworkers are as self-centered as other union members. But deep in our hearts is a tiny spark of independence that resents injustice.

President Abel appointed someone from another district to act as director of District 38. This without consent or sanction of the Steelworkers involved. We've always elected a director in the past.

This ill-advised unilateral appointment has fanned our spark of independence into a flame of resentment and created considerable heat.

Local 1304 and other Steel locals in District 38, have requested President Abel to provide a referendum election for District 38 director. We've pointed out that he and Director Smith were both elected by referendum at the same time. We want to elect the replacement of each, or either. This isn't too much to ask. If a referendum is provided, we have no problem. If denied, we'll have lost a right we had. Right? Okay.

## Com. Telegraphers 208

BY LARRY ROSS

Membership meeting Wednesday, Oct. 4, 4:45 p.m., Danish Hall, 164 11th St., upstairs.

The following is excerpted from a Western Union official's recent letter to employees:

"For years the Western Union had a reputation of being the friendliest place in town for the public to contact for the purpose of either doing business with us or seeking information or help when it was needed. During this time we had a nationwide reputation for courtness and courtesy when it appeared that each employee prided himself on his ability to soothe an irate customer and to handle a customer's complaint through to a successful conclusion . . .

"The thing that is awful that has happened is that we no longer have this reputation and in the eyes of the general public we have lost face as individuals and as a company. The public now thinks that we display an attitude directly opposite to the attributes quoted above . . ."

### QUESTIONS:

How, Mr. Western Union official, does a branch manager "soothe an irate customer" who comes into the office and knocks off your glasses when you cannot give an adequate answer to his complaint of a delayed telegram, other than to come out directly and tell him the truth that WU has been operating with a short force for months and months on end?

How, Mr. Western Union official, does a branch manager "soothe an irate customer" who comes into the office and practically tears the shirt off your back when you attempt to ex-

plain the delay of a telegram (actually, because the reperforator center traffic forces throughout the country have been butchered over the many, many months — to meet the budget — with obvious implied approval of the FCC without telling the complainant the truth — thereby jeopardizing one's job?

How, Mr. Western Union official, do you "soothe an irate customer" who is expecting a money order telegram in 60 minute O-to-D and doesn't receive it for hours on end — and at the same time the company is telling everyone (who will listen) "our service is improving" when it has been at an all-time low since early 1966?

**ANSWERS:** Western Union employees can "soothe an irate customer" when the company provides sufficient adequately trained forces throughout the system; when they stop creating phony agencies in mortuaries, gas stations, what-have-you; when they treat employees like human beings instead of numbers; when they provide janitorial forces to clean up the "dumps" which customers walk into; when they get off the budget kick and get down to reality.

Yes, Western Union can restore its former image of "Accuracy First—Courtesy," but the practice of cleaning house must start in the attic and not in the basement. Believe it or not, the employees want Western Union to make a profit—but not at a cost of blood, sweat and tears. (Courtesy of Bill Foglesong, president, Local 48, Los Angeles.)

## Barbers 134

BY JACK M. REED

Brothers, we are again faced with the prospect of another barber college in Oakland. The proposed location is just a few blocks east on East 14th street, from where a barber college petition was turned down last year. The hearing will be held on Thursday, Sept. 28, at 1 p.m. at 30 Van Ness Ave., San Francisco. We need as many members present as possible to protest this petition.

As of Sept. 1 and until Dec. 31, all members who have only one unit of the pension fund may add a second unit if they so desire.

Last Sunday, President Ray Luciano and I went to a "scab" barber shop on Hesperian boulevard in San Leandro. Finding him open for business and two barbers cutting hair, I entered and informed the owner that he was violating the San Leandro city ordinance on Sunday closing. He refused to close his shop; so I called the police, and two of San Leandro's finest officers took care of this matter in a very efficient manner. He closed.

Don't forget the hair style demonstration that will be put on by Sab Carabello after our regular meeting this Thursday night, Sept. 28. Come early as we are expecting a good turnout.

## Reunion for gal Marines who were at Hunter

A reunion luncheon for enlisted women Marine Corps veterans who received boot camp training at Hunter College, New York City, will be held at noon Saturday, Oct. 7, in the Sky Room of the Marines Memorial Club, 609 Sutter St., San Francisco.

Interested and eligible women are invited to attend. Reservations are being handled by Mr. Charles King III, co-chairman, 1725 Clemens Rd., Oakland.

## Chips and Chatter

BY GUNNAR (BENNY) BENONYS

Brother Al Thoman reports 61 members are on the Carpenter out-of-work list this Monday a.m.

He also states that during October the Advisory Committee for the Conference Board should be set up and start to function. This will include active interested members of your local and the officers. They will meet at the District Council level and act to inform both the brothers and the board as a program is developed for our next "go round" (i.e. contract negotiations).

Members granted the contract pension this month are:

Warren Carlen, Cecil H. Dreher, Tony H. Garcia, Wesley W. Greene, Jonathon Kreutter, Sylvan Morris, Merle Schiager, Mark Urenholt and Wayne Wirkkala.

Brother Chester Cahoon retired on Social Security disability status.

Members reported on the sick or injured list are:

Freddie Ross, in hospital, heart condition; Clemon Boutte, still recovering in hospital; W. D. Glaze, in hospital in Visalia, and Delbert W. McDonald, Clinton J. Lewis and Herbert Hillicker, still on the sick list.

Anyone having any knowledge of Brother Wilson Rike, please call the office.

Brother Slim Alexander is convalescing at home now.

Joseph Martinez is reported to be at home recovering from a job injury.

Regret to report the deaths of Brothers Howard Swan and Henry Dalke, both long-time active members of the local.

Brothers David Riley and Chris Brockman are serving in the Armed Forces.

Brothers, give some serious consideration to our forthcoming negotiations that will start in early spring of next year. Certainly the question of pensions is of paramount importance. Many members have been denied pensions because of the "break-in-service" clause. Shouldn't this clause be changed to where the total years needed are based on an accumulated basis, rather than only a year-after-year basis?

Let's hear your viewpoint on this as well as many other items, such as:

- Lower age for retirement.
- Better health and welfare coverage.

- Question of "banking" of hours over the required minimum of 400 hours, to cover the member when he doesn't have enough later in the year.

- Foreman's rate is presently 50 cents per hour. Should this be increased to 75 cents or \$1?

- Greater job security in terms of hiring and firing or layoffs while there appears to be lots of work left on the job.

I'm sure you all have lots of different viewpoints. Make them known to the Local Advisory Committee members to carry to the Negotiating Board.

See you at the next meeting.

## VFW Union Labor Post

BY G. C. BLACK

A salute to Commander James Hayworth and Adjutant Gene Holdman, who have already taken care of the blood donation for our post. They were really on the ball, and we can thank them that our coverage is still in effect.

Comrade Bob Bury reports

that he and Comrade Les Nider paid a visit to the V.A. Hospital to call on Comrade Tom Robinson. He is reported not as good as he might be. Also got word that Comrade Hugh Sullivan entered the Alameda Hospital last week to undergo a series of treatments on his eyes. He should be home for the weekend of Sept. 23 and 24 but may have to return for further treatment at a later date. We sincerely hope and pray for a speedy recovery for both of these, our comrades, and are looking forward to their return to our ranks. We miss you, fellows.

Our post was visited by 14th District Senior Vice Commander Norman Voss, who had some good words of advice and encouragement for us. He and comrade Bury alerted us to the VFW decal drive now on. The proceeds from this effort go to the Service Officers Fund; so when you get yours, try to send in your dollar right away. This is very important toward keeping the office functioning, and being of so much assistance to so many veterans.

Now, comrades, for some great news. We have finally changed our meeting nights back to the same night the ladies meet. In addition to that, we are getting our old hall back: Hall No. 3, upstairs. Starting next meeting, Oct. 27, we will meet at 8 p.m. Remember now, that's the fourth Friday of each month. I hope, Comrade Gellerman, this will be more convenient for you. We would like very much to see you and others back with us again.

Comrades, you read in this column a few weeks ago that our dues for 1968 would be an even \$10, but that has been changed now. At our last meeting it was officially decided that they must be raised by 25 cents. This was due to the fact that our per capita payments were raised by that amount.

When I stop to think that the very life of this VFW post has been and is now being sustained largely through the efforts of Ironworkers Local 378, it makes me mighty proud to be able to say that I am a member of both organizations. When one considers the fact that there must be many veterans of overseas wars among the members of all the labor organizations in this area, it's nice to know that one group is especially interested in veteran's affairs. Of course, we do have members of other unions in our post and invite members from all unions. Though Ironworkers predominate at the moment, we would welcome a good cross section of organized labor in our ranks. We will try to have at least one more column before next meeting.

## Watchmakers Local 101

BY GEORGE F. ALLEN

We just recently heard that Brother Lewis Paulson, Watchmaker employed by Milen's Jewelers in Fremont, was hospitalized for skin surgery but returned to work within a few days. However, he is to report back to the hospital for periodic checkups.

When a member of ours who has chosen the Kaiser Foundation Health Plan coverage is not off long enough for him to apply for our weekly disability benefits provided for under our Health and Welfare Program, a disability or a surgical operation does not always come to our immediate attention. Such was the case with Brother Paulson.

We are all happy that his disability was not of a long duration and hope to soon hear that periodic checkups are no longer necessary and that Brother Paulson has been discharged by the doctor.

### SAN JOSE MEETING

The next membership meeting will be held on Tuesday, Oct. 3, at 7:30 p.m., Labor Temple, 45 Santa Teresa St., San Jose.

## Women's Aux. 26

BY ERMINE SULLIVAN

The next business meeting will be held Thursday, Oct. 5, at 7:30 p.m., at the home of Evelyn Wolters, 936 Carillo Way, San Leandro, 351-4240. Betty Bowdish, delegate to the convention at Colorado Springs, will report. It is hoped that our international secretary, Mary Farley, will also be in attendance.

No "cut and sew" party is on the agenda at this time. Our last, scheduled for Nettie Leonard's home, was canceled.

We will tour the Chapel of the Chimes on Oct. 17 at 10 a.m. Round up your friends and neighbors and bring them along. Our ailing treasury will profit by the tour.

Mary Stapleton underwent major surgery at Kaiser Hospital and Muriel Pfaffenberger at Oakland Hospital since our last meeting. Both are reported recovering nicely.

Keep open Sunday, Nov. 12, for our dinner at the old golf course clubhouse in Alameda at 5 p.m. Proceeds will go to the Union Printers Home heart monitoring fund.

We plan to handle Union Labor Christmas cards and candy for the holiday season.



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# OFFICIAL UNION NOTICES

## CARPENTERS 36

The regular meetings of Carpenters Local Union 36 are held the first and third Thursdays of each month at 761 12th St., Oakland, at 8 p.m.

The Educational Committee will meet the fourth Wednesday of each month at 7:30 p.m. The stewards will meet the fourth Thursday of each month at 7:30.

Our financial secretary's office closes at 3 p.m. on Fridays.

Fraternally,

CLAUDE W. DILLON,  
Rec. Sec.

▼ ▼ ▼

## E. B. MUNI EMPLOYEES 390

### PLEASE NOTE

Many of the chapters are meeting for the first time at our new headquarters, 150 Grand Ave., Suite 102.

### CITY OF BERKELEY

Tuesday, Oct. 3, 4:30 p.m., Corporation Yard.

### SAN LORENZO SCHOOLS

Wednesday, Oct. 4, 8 p.m., Martin School, 1000 Paseo Grande, San Lorenzo.

### PORT OF OAKLAND

Tuesday, Oct. 10, 7:30 p.m., Union Office, 150 Grand Ave.

### CITY OF RICHMOND (D, DP)

Wednesday, Oct. 11, 7:30 p.m., Corporation Yard.

### CITY OF EL CERRITO (C)

Monday, Oct. 16, 4:30 p.m., Corporation Yard.

### CITY OF OAKLAND (F)

Wednesday, Oct. 18, 5 p.m., Union Office, 150 Grand Ave.

### EXECUTIVE BOARD (GH)

Thursday, Oct. 19, 7:30 p.m., Union Office, 150 Grand Ave.

### HIGHLAND HOSPITAL (GH)

Wednesday, Oct. 25, 8 p.m., Union Office, 150 Grand Ave.

### FAIRMONT HOSPITAL (GF)

Thursday, Oct. 26, 7 p.m., Union Office, 150 Grand Ave.

Fraternally,

R. J. KRAUSE,  
Pres.

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## AFSCME-EBMUD 444

The Executive Board of EBMUD Employees 444, American Federation of State, County and Municipal Employees, will meet on Oct. 5 at 7:30 p.m.

The general membership meeting will be on Oct. 12 at 7:30 p.m. The membership of EBMUD 444 is urged to attend this meeting and participate in our upcoming program of negotiations with EBMUD officials.

Fraternally,

CHARLES E. TEIXEIRA,  
Sec.-Treas.

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## RUBBER WORKERS 64

Regular meetings will be held on the second Saturday of each month at 6 p.m. at the Auto Workers Hall 1406 Seminary Ave., Oakland.

Executive Board meetings will be held at 5 p.m. at the Union Office, 1638 E. 14th St., Oakland.

The shop stewards' meeting will be held at 5 o'clock at the same address.

Fraternally,

JOHN M. WETZLER,  
Sec.

## STEAMFITTERS 342

Our next membership meeting has been designated as a special called meeting, as the following items will be acted upon:

1. First reading of our union's new Bylaws and Working Rules.
2. Second reading and action on the resolution pertaining to reducing the wages of your union's paid officers, effective Jan. 1, 1968.

Fraternally,

JAMES MARTIN,  
Bus. Mgr.

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## STEEL MACHINISTS 1304

Regular meeting Thursday, Oct. 5, at 8 p.m. Executive Board meets 6:30 p.m. Please note: Our local 1304 Senior Citizens Club meets on the first Monday of every month at 1:30 p.m. at our 1304 Hall, 3637 San Pablo Ave. All retired members are urged to attend. It could be you can help yourself and others. Come on down; it might even be fun.

Fraternally,

DAVE ARCA,  
Rec. Sec.

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## BARBERS 134

The October meeting of the Executive Board will be held on Thursday, Oct. 19, 1967, at 8 p.m. in Room 711, Bank of Commerce Building, 1540 San Pablo Ave., Oakland.

The next regular union meeting will be held on Thursday, Sept. 28, 1967, at 8 p.m. in the Labor Temple, 2315 Valdez St., Oakland, Calif. Brothers, the State Board of Barbers has received an application for a barber college in Oakland, to be located at 3960 E. 14th St., Oakland. The hearing on this application will be held at 30 Van Ness Ave., San Francisco, Calif., on Thursday, Sept. 28, 1967, at 1 p.m.

Your local is opposed to another barber college in Oakland. We will attend and use every means at our disposal to combat this threat to our profession. We would appreciate your attendance at this important hearing.

Fraternally,

AL DOYLE,  
Sec.-Treas.

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## CEMETERY WORKERS 322

Regular meeting Labor Temple, 8 p.m. Thursday, Oct. 5. Beer bust follows.

Fraternally,

TOM GRECUA,  
Fin. Sec.-Bus. Rep.

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## CARPET & LINOLEUM 1290

The next regular meeting of Carpet, Linoleum and Soft Tile Workers Local 1290 will be held on Thursday, Sept. 28, 1967 at 8 p.m., Hall C, Labor Temple, 2315 Valdez St., Oakland. Please attend.

National Conference Deaths are now due and payable through NC 269 (no charge for Nos. 262 and 263).

As of Sept. 1, \$1 will be due for the Painter and Decorator Magazine as per Section 17(a) of the Brotherhood Constitution.

Fraternally,

G. A. MCINTIRE,  
Rec. Sec.

## AUTOMOTIVE MACHINISTS 1546

The regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. at our building at 10268 MacArthur Blvd., Oakland.

Fraternally,

DON CROSMAN,  
Rec. Sec.

### SPECIAL NOTICE

The annual meeting of the East Bay Automotive Machinists Lodge 1546 Building Corporation will be held on Tuesday, Oct. 3, 1967, at the hour of 8 p.m. at our building, located at 10260 MacArthur Blvd., Oakland, for the purpose of electing a board of directors and transacting such other business as may properly be brought before the meeting. This is also a special called meeting to vote on proposed amendments to the By-Laws of the Building Corporation.

Fraternally,

M. F. DAMAS,  
Sec.-Treas., Bldg. Corp.

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## AUTO & SHIP PAINTERS 1176

The next meeting will be Oct. 3 at 8 p.m. in Hall H, Labor Temple, 2315 Valdez St., Oakland.

Fraternally,

LESLIE K. MOORE,  
Bus. Rep.

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## SCHOOL EMPLOYEES 257

The regular meeting of the Oakland, Calif., Unified School Employees Local Union 257 will be held in the Electrical Workers Hall (upstairs) 1918 Grove St., Oakland, Calif., on Saturday, Oct. 14, 1967, at 10:30 a.m.

First nominations for officers for 1968-69 will start in October and continue in November; with elections in December, with the run-offs in January and installation of officers. Membership, please note: This will be your opportunity to nominate who you want as your officers next year.

The Executive Board will meet at 8 a.m. Members, please take note.

Fraternally,

HAROLD BENNER,  
Exec. Sec.

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## AFSCME, U.C. LOCAL 371

### NOTICE

The next meeting of our local will be at Kroeber Hall, university campus, Saturday, Oct. 14, 1967. The Executive Board will meet at 12 noon. The full membership meeting convenes at 2 p.m. Since this is our first full membership meeting of the fall season, let's make it just that, fellows. A good turnout by all to hear of progress during the summer and to discuss present and future gains and goals is vital. This is your chance to express your opinions and to take part in an organization that is always working for your interests.

Fraternally,

HAROLD LYMAN,  
Sec.-Treas.

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## BERKELEY CARPENTERS 1158

Regular meetings are held the first and third Thursday of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley. Effective July 1, 1967, the dues of Carpenters Local 1158 will be \$8.50 per month.

Fraternally,

NICK AFDAMO,  
Rec. Sec.

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## ALAMEDA CARPENTERS 194

Carpenters Local No. 194 meets each first and third Monday evenings of the month at 8 p.m. The meeting place is the Veterans Memorial Building, 2201 Central Ave., Alameda.

Refreshments are served following the first meeting of the month in the canteen for all present. You are urged to attend your local's meeting.

Fraternally,

F. M. GLADDEN,  
Rec. Sec.

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## UNITED STEELWORKERS 4468

Regular meetings held second Saturday of each month at 10 a.m. at Eagles Hall, 1228 36th Ave., Oakland.

Fraternally,

FRANK V. MCINTOSH,  
Rec. Sec.

## HAYWARD CARPENTERS 1622

The office of the financial secretary is open from 8 a.m. to 5 p.m. on Mondays, Tuesdays, and Wednesdays and from 8 a.m. to 8 p.m. on Thursdays.

The stewards training program will be reactivated in the near future. Also a union educational program is in the making. All members are being invited to attend these programs. Watch this column for starting dates of these programs.

Section 2 of our Local Union By-laws has been amended to read: "Carpenters Local Union 1622 will hold their regular meetings on the second and fourth Thursdays of each month."

Our social event will be held on the fourth Thursday of each month following our regular meeting.

All offices of the local union will close at 1 p.m. on Friday.

### REFERENDUM VOTE

Our meeting of Thursday, Sept. 28, 1967, will be a special called meeting for the specific purpose of voting on amendments to the Constitution and Laws of the UBC&J of A.

### PROPOSITION No. 1.

Shall the Constitution be amended to increase death and disability donations in accordance with the action taken by the 30th General Convention by increasing the per capita tax 65 cents per member per month for beneficial members and increasing the per capita tax 10 cents per member per month for semi-beneficial members and adding same to monthly dues?

### PROPOSITION No. 2

Shall Section 63, Paragraph A, be amended to require that any proposition submitted for a referendum vote must receive the endorsement of at least 25 per cent of the membership of the United Brotherhood made up of at least 30 local unions in as many states and/or provinces before such a referendum becomes mandatory?

Our blood bank is in need of donors. The local union will pay \$15 for each pint of blood donated. For information, inquire at the office of the financial secretary.

Fraternally,

A. W. RICE,  
Rec. Sec.

▼ ▼ ▼

## MILLMEN'S 550

Members that are out of work are requested to please register with the office each week.

There has been quite an increase in the demand for skilled and semi-skilled employees for bench work, cutters and for formica men.

Please call the office, 893-7742, each week if you are out of work.

Fraternally,

ARSIE BIGBY,  
Bus. Rep.

▼ ▼ ▼

## PUBLIC EMPLOYEES 1675

Regular membership and Executive Board meetings of Alameda County units of Public Employees Union, Local 1675, American Federation of State, County and Municipal Employees, are held as follows:

**HAYWARD UNIFIED SCHOOLS**  
Meets at 10 a.m. on the fourth Saturday of each month in the maintenance yard of the school district, 24400 Amador St.

### E. B. REGIONAL PARKS

Meets at 8 p.m. on the first Wednesday of each month at the Lake Temescal Club House.

**OAKLAND RECREATION DEPT.**  
Meets at 10 a.m. on the fourth Saturday of each month at Brookfield Village.

**ALAMEDA UNIFIED SCHOOLS**  
Meets at 1 p.m. on the second Saturday of each month in the cafeteria of Encinal School.

### FREMONT SCHOOLS

Meets at 2 p.m. on the fourth Saturday of each month at Blacow School.

### SAN LEANDRO SCHOOLS

Meets at 10 a.m. on the third Saturday of each month at Woodrow Wilson School. The Executive Board of the unit meets the Thursday before each meeting at 7 p.m. at Bancroft Junior High School.

### BERKELEY SCHOOLS

Meets at 10 a.m. on the second Saturday of each month at Whittier School. Executive Board meetings are held at Whittier School at 9:30 a.m. on the morning of the membership meetings.

Fraternally,

HENRY L. CLARKE,  
Bus. Mgr.

## BUILDING SERVICE 18

Meeting date fourth Friday of each month. Regular meeting at 7 p.m. at the Cooks Hall, 1608 Webster St., Oakland, Calif.

Fraternally,

VICTOR C. BRANDT,  
Sec.-Bus. Rep.

▼ ▼ ▼

## CARPENTERS 642

Regular meetings are held at 8 p.m. on the first and third Fridays of each month at Carpenters Hall, 242 11th St., Richmond.

Fraternally,

MARVIN MARTIN,  
Fin. Sec.

▼ ▼ ▼

## PRINTING SPECIALTIES 677

Meeting second Tuesday of each month at 8 p.m., Richmond Memorial Auditorium, Nevin Avenue Terrace, Farallon Room.

Fraternally,

TOM WILKINS,  
Sec.

▼ ▼ ▼

## BERKELEY PAINTERS 40

During the months of July, August, September and October, there will be one meeting each month held on the second Friday of the month.

Fraternally,

GENE SLATER,  
Bus. Rep.

▼ ▼ ▼

## PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m., 2267 Telegraph Ave., Oakland.

Fraternally,

JOHN FERRO,  
Secy.

▼ ▼ ▼

## GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,

JOAN WILSON,  
Bus. Rep.

▼ ▼ ▼

## PRINTING SPECIALTIES 678

Meeting second Thursday of each month at 8 p.m., Cannery Workers Hall, 492 C St., Hayward.

Fraternally,

AL CHASMAR,  
Sec.

▼ ▼ ▼

## Higher U.C. 'fees' censured by State AFLCIO's Pitts

Tuition is tuition, even if it's called a fee.

So said Thomas L. Pitts, secretary-treasurer of the California Labor Federation, in a letter to Chairman Theodore R. Meyer of the University of California Board of Regents.

Even the present fees at U.C. are "a major barrier to higher education for thousands of potential students from lower income families," Pitts said competent studies have showed.

"Any increase in such fees," Pitts added, "would clearly heighten this barrier and, therefore, be inimical to the preservation of the basic American concept that equal educational opportunities should be available to all citizens."

"The fact that California, one of the wealthiest states in the union, presently ranks only 19th in the nation in per capita spending for higher education demonstrates that the state's taxpayers are not unduly burdened by the cost of maintaining the foremost public institution of higher learning in the nation," Pitts said.

## Employment gains

Nationwide employment showed a moderate gain in August, for the third consecutive month, according to the U.S. Labor Department.

# I AM MOVING

Effective \_\_\_\_\_ I am moving to a new address

Name \_\_\_\_\_ Union No. \_\_\_\_\_

Old Address \_\_\_\_\_ City \_\_\_\_\_

New Address \_\_\_\_\_ City \_\_\_\_\_

Cut out and mail to:

EAST BAY LABOR JOURNAL  
1622 East 12th St., Oakland, Calif. 94606



# EAST BAY LABOR JOURNAL



FOUNDED APRIL 3, 1926 . . . Only Official  
Publication of Central Labor Council—AFL-  
CIO and Building Trades Council of Alameda  
County AFL-CIO

42nd Year, Number 28

September 29, 1967

PAUL S. WILLIAMS, Editor

1622 East Twelfth Street, Oakland, Calif.

Phone 261-3981

## Labor unity is needed --but it must be sincere

Unity in the labor movement is a good thing, as long as we unify behind the right goals and work in unison with the right techniques.

It has been said many times that in unity there is strength. This is the foundation of unionism. Together, we achieve what we could not do alone as individuals. Our entire labor movement, by the same token, is weak if fragmented, but strong if we work together toward common goals.

The current attempts to bring about a greater degree of unity between the Alameda County Central Labor Council and the Alameda County Building Trades Council can fill a need which has existed for a long time.

The first meeting for all full-time paid officials of unions in both councils was held Tuesday. It is certainly a step in the right direction, resulting from sincere and determined efforts by the new administration of the Labor Council and brought to fruition with the apparently eager response of Building Trades Council leaders.

Obviously, both groups feel it is vital to the future progress of the Alameda County labor movement and its members to bridge the few differences which have existed in the past and to launch a new era of working together on common concerns.

But, we feel, a word of warning is in order. At least at this first full-scale meeting, the agenda failed to cover some problems of the past. They cannot be swept under the table.

Labor unity on politics, for one, is imperative. But unity is possible only if we all get together and engage in a frank discussion which takes account of both our points of difference, and our points of agreement. Then we must work out compromises to forge the unity that is so vital.

## A neglected task

Political education of union members seems to us to be at or near the top of problems facing organized labor in California.

Almost every day, we hear it said that the votes of thousands of union members helped elect Governor Ronald Reagan. Those of us who follow events in Sacramento know how much damage Reagan has done in nine short months to the benefits and legal bulwarks which we have won over the decades. Though polls show Reagan's popularity slipping slightly, it is apparent that many rank-and-file union members are still unaware of what is happening, or of how ultra-conservative the Reagan Administration really is behind its fake public relations facade.

Likewise, organized labor has failed to educate its members concerning the true facts behind this nation's racial crisis; their stake in the reaction in Congress which riots across the nation have produced, or the need for both law and order and decent jobs and housing.

Labor unity can open the door for new strength and accomplishments for democratically-controlled unions responding to their members needs and wishes.

Education must go hand-in-hand with such unity.

## Facts about Ford

Two main topics at Tuesday's labor unity meeting were:

- The problem of culinary unions and others whose attempts to organize unorganize business competing with fair operations are frustrated at every turn by hordes of people—including members of other unions and their families—who cross picket lines, and

- The situation faced by the United Auto Workers in its nationwide strike against Ford Motor Co.

A few interesting facts about the Ford strike were told by Weldon Autrey, publicity chairman of UAW 560 at Milpitas:

- UAW members at Ford currently receive \$4.25 a month in pensions for every year of seniority; Ford executives receive \$187.

- Ford has not made any wage offer so far that is in any way acceptable to the union, and it had made no offer at all—as of Tuesday—on the important issues of health and welfare, vacations, or arbitrary assignment of overtime.

- In 1965, the auto industry chalked up enough overtime to provide employment for 80,000 additional persons for three months.

- Ford is trying to fool the public into thinking it is offering the UAW far more than it actually is by including in its figures cost-of-living increases negotiated in past contracts.



## OPINIONS—You Write 'Em . . . We Run 'Em!

### PUBLIC EMPLOYEE UNIONS ARE NEEDED

Editor, Labor Journal:

A recent issue of the Labor Journal carried a story put out by a professor at the University of California, a Mr. Randy Hamilton, in which he described "the life or death struggle for existence by unions in a skyrocketing, militant drive to organize public employees."

Although it was a learned article containing much useful information, first of all, his basic pitch was wrong.

Public employees are organizing not because the unions need them, but because they need organizing. They need organizing because they are underpaid, and because they have little to say about conditions of employment.

This is a condition which public employees have accepted in the past, but which they are increasingly reluctant to accept in the future. It is important to note that in most countries in what we call the free world, public employees are organized into effective bargaining units.

In the past, public employees have enjoyed somewhat better fringe benefits than private employees. But the accelerated rate of negotiated agreements covering such things as pensions, health and welfare, vacations and union security clauses, has made the advantages of public employment decrease.

I think Mr. Hamilton is correct when he points out that public employees are using the techniques used to organize private employees: strikes, work stoppages, etc. These techniques have been used, and they will be used as long as workers enjoy the right of free citizens to band together and help establish the conditions of their employment.

As a matter of fact, the only countries where public employees do not have these rights are totalitarian countries. The position of the government in the Soviet Union is surprisingly similar to the position of those in this country who say public employees should not strike because they are striking against themselves.

Many public agencies have a noticeable preoccupation with the possibility of strikes. Strikes,

like wars between countries, can be avoided if the parties discuss their differences and arrive at a satisfactory solution.

Responsibility for work stoppages which may occur rests squarely upon the shoulders of all parties. It is the union's purpose to negotiate differences and to solve problems. Meaningful negotiation is impossible unless both parties have certain elements of power at their disposal.

Many people try to draw distinctions between private employment and public employment which are more imagined than real, and Mr. Hamilton is among these. The problems of changing personnel and budget practices are hardly less difficult for cities and counties and utility districts than for giant corporations such as General Motors, for example.

Public agencies can learn from the experiences of private industry. Most labor agreements are negotiated. A small minority have gone as far as a strike. In most of such cases, somebody miscalculated.

We are walking over new ground in unionizing public employees, and I think it is shockingly new to some elected officials; but it really is not a very difficult situation if the responsible parties use good sense and the organs of public information, such as newspapers, radio and TV stations, to report the issues clearly and constructively.

ROBERT McLANE,  
Representative,  
Public Employees  
Council 49

★ ★ ★

### HOW CROSS-FILING WORKED IN CALIF.

Editor, Labor Journal:

Forty years under California's cross-filing laws confused and corrupted the two party system, and after eight years since its repeal its effect on party lines remains. A typical official Democratic organization was content bargaining with the opposition for a trickle of patronage. With a majority of California voters Democratic, Republican control was seldom threatened. Their strength was used by leaders bargaining for patronage.

Of course, this exploitation of political strength for individual gain did deteriorate party loyalty at the grass roots level. The real purpose of political parties — to provide avenues for political dissection and challenge — was destroyed.

This was more damaging to the Democratic Party than to the Republican because it had prostituted itself to a greater degree. The Republicans traded patronage for power, while the Democrats traded a greater potential power for a trickle of appointments. Once in a while, a Democrat would be elected to high office, by chance, in a state where 60 per cent of the registered voters are Democratic.

A young Irishman, Edmund G. (Pat) Brown, grew up in his native San Francisco, became a Democratic convert, district attorney, and finally state attorney general and governor.

This advancement being under California's passe cross-filing laws, he was indebted and grateful to many Republicans. Not being an ingrate, he made more appointments from the opposite party than any previous governor.

Dual parties have value only when they are based on conflicting ideas which it is their responsibility to implement. A responsible electorate is divided politically because they adhere to conflicting ideas and identify themselves with party labels.

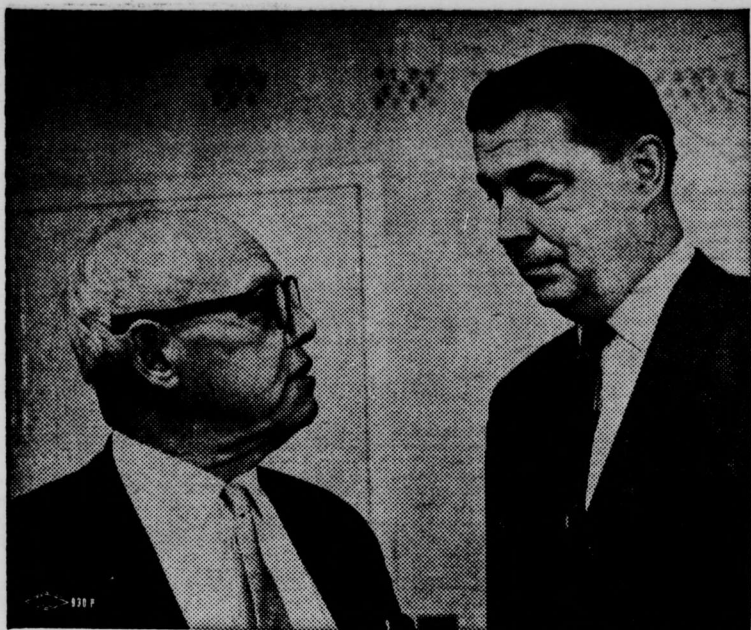
They will continue to so identify themselves and remain loyal as long as that leader follows a similar course. When political integrity deteriorates, they lose confidence and loyalty.

If Republican Judge Milton Marks had not been the appointee of our Democratic ex-governor, we would have won the special State Senate election in San Francisco on which control of the Senate hinged.

The health of the party depends on its leaders being partisan. I think the opposition has learned that lesson since the time of Warren and Knight, and this explains their recent gains. When we learn, we can expect success as well.

NEWTON ELDER,  
Member, Alameda  
Carpenters 194





**JOHN H. LYONS**, right, president of the Ironworkers, is welcomed as member of the AFLCIO Executive Council by AFLCIO President **George Meany**. He succeeds **Harry C. Bates**, retired president of the Bricklayers.

## 2 unions picketing at T&D Follies

Stage Hands 107 and Theatrical Janitors 121 are picketing the T&D Follies, 429 11th St., Oakland, because it is "completely non-union," according to Frank Figone, business agent and secretary-treasurer for Local 121.

Figone said the T&D is under new management and is showing "sex films." Picketing began about three weeks ago. Moving Picture Operators 169 was meeting with T&D management this week and was expected to join the strike unless union projections were agreed upon. Strike sanction has been granted by the Central Labor Council.

**Demand the Union Label!**

## Labor Council's youth program has vacancies

A substantial number of openings exists in the Alameda County Central Labor Council's Work Experience and Training Program for youths in Oakland, according to J. W. Gaines, director.

The \$1,589,800 program is financed by the U.S. Department of Labor's Neighborhood Youth Corps.

Interested youths who qualify should go to the program's headquarters, 411 15th St., Oakland, or phone 834-3890 between 9 a.m. and 5 p.m. week days.

## LBJ: help vets

President Johnson has urged a nationwide effort to give returning veterans the greatest possible help in finding jobs.

## Alameda unionist 2nd vice-president of Local 1675

Jan Tisby, a founding member of the Alameda Schools Unit of Public Employees 1675, AFSCME, has been elected second vice-president of the 2,000-member local which has jurisdiction over three counties.

Tisby is a truck driver with the school district.

This is the first time an Alameda Schools member has been named to one of the top executive posts. Previously, Tisby was the Alameda group's delegate to the local's Board of Directors. He also served as chairman of the union's Greater Bay Area Schools Conference held in Alameda last May and is currently heading a group to restructure the entire organization.

Other officers elected include: Mickie Gentry, Contra Costa County Employees, president; Preston Allen, City of Pittsburg, first-vice-president, and Virginia Morris, Contra Costa County Employees, secretary.

Willie (Bill) Walter, an employee of the Oakland Recreation Department, has been elected treasurer of Local 1675.

Chairman of the Oakland Recreation Department unit, Walker has been active in union circles for five years.

## Building permits

Building permits issued in Oakland during August lagged behind last year's totals both in number and value.

## Capital outflow

The AFLCIO Executive Council has asked for government restrictions on the outflow of private capital to "protect the national interest."

## East Bay Rambler picketed by Central Labor Council

Continued from page 1

from 6 p.m. to 8 p.m., though almost all new car dealers in Alameda County close evenings.

At Monday night's Central Labor Council meeting, delegates voted full support to Local 1095, upon recommendation of Executive Secretary-Treasurer Richard K. Groulx.

Then they passed a motion by Leslie K. Moore, business representative for Auto and Ship Painters 1176, authorizing the CLC Executive Board to take whatever action is necessary to support any of the unions at East Bay Rambler.

Moore charged the firm is violating the subcontracting clause of its agreement with another union, Automotive Teamsters 78.

In other business:

• Groulx reported he had assisted the Bill Posters in a grievance against Advan Incorporated, outdoor advertising firm.

• Strike sanction was approved if necessary for the Insurance Workers in their nationwide dispute with Prudential.

• Assistant Secretary Wray Jacobs reported on meetings with University of California officials concerning grievances and expressed the opinion collective bargaining agreements can be obtained if the 49 unions on the Berkeley campus stick together.

• Carl Jaramillo, recording secretary of Paint Makers 1101, reported that a dinner for Cesar Chavez, director of the AFLCIO United Farm Workers Organizing Committee, in Martinez had raised \$437 to help UFWOC.

• John Rhodes, delegate from Technical Engineers 39, urged all unions with members employed by the City of Oakland to cooperate to combat the so-called Reading formula which, he said, is also used by private employers as an excuse to keep wages low.

• Anne Draper, union label representative for the Amalgamated Clothing Workers, reported that the Amalgamated's film, "The Inheritance," shown at the previous labor council meeting, is available from the union's locals, as well as from the University of California and the AFLCIO.

## New building technique

Continued from page 1

ing the modules together, will be construction of floors and of some common partitions, Childers told the Building Trades Council.

He emphasized that the Barrett avenue building will be constructed entirely with union labor at construction scales, including the prefabrication processes in the old shipyard.

## PERILS IN TREND

Nevertheless, Childers warned, unions will have to be on the alert in case the project paves the way for other attempts utilizing the process, but with non-union labor or at production rates.

Gains in productivity through the process are expected to cut costs enough to permit three bedroom, one bath apartments to be rented for \$125 a month with 100 per cent union labor at construction scales, according to Childers.

Plans are under consideration for a much larger project employing the same construction techniques in Washington, D.C.

Childers said the Conrad firm is considering later erection of single family homes in the Bay Area.

## Nine KGO radio, TV performers cross picket lines

Continued from page 1

the national office of AFTRA, according to Greene.

The statement reported efforts to expand AFTRA recognition of NABET picket lines and said any suits against AFTRA members for respecting NABET picket lines would be defended by AFTRA.

AFTRA will either provide its own counsel or will pay for counsel retained by the individual, the statement said.

Meanwhile, Richard K. Groulx, executive secretary-treasurer of the Alameda County Central Labor Council, strongly condemned AFTRA announcers and performers who had been crossing the picket lines and added:

"Herb Caen and Dr. Spock respected the picket lines but members of AFTRA didn't."

Groulx referred to the fact that both refused to cross the lines to appear on a weekend TV show. Dr. Spock, nationally-known expert on child care, joined the picket line.

Caen is a columnist for the San Francisco Chronicle and a member of Newspaper Guild 52.

## Safety bill needed

President C. J. Haggerty of the AFLCIO Building and Construction Trades Department told a House labor subcommittee that there is a "vital need" for legislation to provide for and enforce safety standards on federal construction projects.

## Local 390 moves to new quarters effective Oct. 1

East Bay Municipal Employees 390 is moving into new and larger quarters, which include meeting facilities for up to 50 persons.

Effective Oct. 1, the union's offices will be at 150 Grand Ave., Oakland, Suite 102. The phone will remain 452-2969, according to Paul Varacalli, executive secretary.

The move, Varacalli said, was decided upon by the Executive Board several months ago to handle the business of an increasing membership, as well as expanded Local 390 services, including weekly legal clinics and leadership training schools.

The new headquarters will also include financial and counseling offices.

An open house to acquaint members and friends of Local 390 with the new facilities is being planned later in October.

## Del Carlo rejoins board of Golden Gate Bridge

Daniel F. Del Carlo, secretary of the San Francisco Building Trades Council, has been appointed by that city's Board of Supervisors to the Board of Directors of the Golden Gate Bridge and Highway District.

Del Carlo will return to the board after a five year absence. He served 24 years ending in 1962, including a term as chairman.

## Interesting people in interesting jobs help PG&E serve you better.

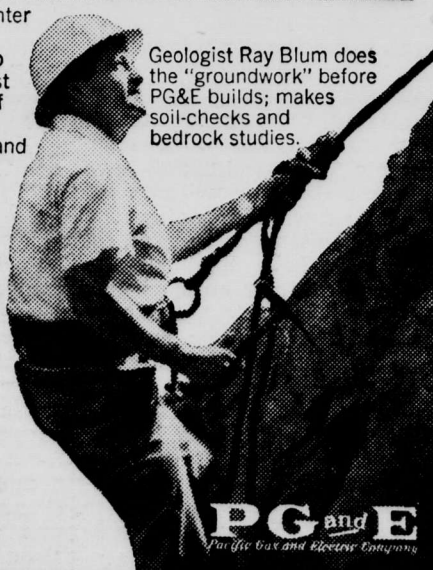
Home economist Barbara Dinkiens teaches home makers how to use new appliances.



Designer Ittsei Nakagawa helps design new buildings to complement surroundings.



Dave Carpenter measures snowpack to help forecast water runoff for power generation and irrigation.



Geologist Ray Blum does the "groundwork" before PG&E builds; makes soil-checks and bedrock studies.

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Pacific Gas and Electric Company